

SENATE BILL 403

By Green

AN ACT to amend Tennessee Code Annotated, Title 4;
Title 12; Title 50 and Title 58, relative to
employment policies with preferences in hiring
certain persons connected to the military.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 4, Chapter 21, Part 4, is amended by
adding the following language as a new section:

(a) As used in this section:

(1) "Honorably discharged" means discharged or released with an
honorable discharge or a general discharge under honorable conditions, retired,
or medically discharged;

(2) "Service-connected disability" means a disability that is service-
connected and at least twenty percent (20%) as determined by the veterans
administration; and

(3) "Veteran" means:

(A) A former member of the United States armed forces; or

(B) A former or current member of a reserve or Tennessee
national guard unit who was called into active military service of the
United States, as defined in § 58-1-102.

(b) The general assembly intends to establish a permissive preference in
employment for certain veterans.

(c) A private employer may adopt an employment policy that gives preference in
hiring to the following persons:

(1) An honorably discharged veteran;

(2) The spouse of a veteran with a service-connected disability;

(3) The unremarried widow or widower of a veteran who died of a service-connected disability; or

(4) The unremarried widow or widower of a member of the United States armed forces who died in the line of duty under combat-related conditions.

(d) The veterans' preference employment policy:

(1) Shall be in writing; and

(2) Shall be applied uniformly to employment decisions regarding hiring and promotion.

(e) A veteran, spouse of a veteran with a service-connected disability, widow, or widower shall submit a copy of the DD214 form of the veteran to the private employer with a veterans' preference employment policy to be eligible for the preference.

(f) The preferences described in this section are not violations of any state or local equal employment opportunity law, including, but not limited to, this chapter.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring

it.